GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Animal Husbandry, Dairy Development & Fisheries Department – Implementation of Objectives and Key (OK) Results mechanism and Key Performance Indicators (KPI) in the Animal Husbandry Department for Performance assessment of Schemes and Flagship Programs – Approved - Orders – Issued.

ANIMAL HUSBANDRY, DAIRY DEVELOPMENT & FISHERIES (AH.III) DEPARTMENT

G.O.Rt.No.31 **Dated:30.01.2024**
Read.

From the Director, Animal Husbandry, Lr.Roc.No.AHF02-STAT/510/2023-S SWC-DAH, dated 28.11.2023.

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ORDER:

In the circumstances reported by the Director, Animal Husbandry, A.P., Vijayawada in the reference read above, Government after careful examination of the matter, hereby approve the following Objectives and Key Results (OKR) mechanism for evaluation of different categories of Veterinary Institutions in the State with the aim of enhancing the overall efficiency and quality of services provided to the Livestock farmers and to contribute to the advancement of livestock sector in the State,

1. The assessment criteria encompass a comprehensive evaluation of progress based on Key Performance Indicators, specifically Economic and Functional Indicators.
    a. Economic Indicators involve gauging the production levels of Milk, Meat, and Eggs. The quantification of Milk, Meat, and Egg production will be done using the methodology outlined in the Integrated Sample Survey Scheme adopted by the Government of India.
    b. The Functional Indicators encompass aspects such as Livestock Healthcare, Breeding, Feed and Fodder Development, Awareness, and the accessibility of facilities. Performance under Functional Indicators will be scrutinized through measurable parameters under Key Performance Indicators (KPIs) for flagship programs and other developmental initiatives executed by the Animal Husbandry Department.
2. KPIs proposed to measure the performance of various categories of Veterinary Institutions is as follows :-
    a. RBK Clusters
        i. First Aid Cases treated
        ii. Artificial Inseminations done
        iii. Calves Born
        iv. Vaccinations
        v. Deworming done
        vi. Attendance of the employee (PSK/APFRS)
        vii. Animal Health Cards distributed
        viii. PVB – No. of Farmers mobilized
        ix. FDV – No. of Animals mobilized
        x. Flagship program – Fodder Seed Distributed
        xi. Flagship program – Livestock Insurance
        xii. Flagship program – PMD subscriptions
        xiii. Flagship program – PKCC

    b. Veterinary Dispensaries

    In addition to providing expertise services for the above KPIs, performance evaluation will be taken up for the following :

(Condt...,page 2)

i. Flagship program – Cheyutha groundings
ii. Flagship program – PVB/FDV conducted

c. Area Veterinary Hospitals
In addition to the above KPIs, performance evaluation will be taken up for the following :

i. Sex Sorted Semen
ii. Feed Inputs

d. Veterinary Poly Clinics / SSVH
i. Gynaec Cases treated
ii. Medical cases treated
iii. Surgical cases treated
iv. Referred Cases (1962) treated
v. Articles published

e. Constituency Level Animal Disease Diagnostic Laboratories (CADDLs)

i. Dung Samples Examined
ii. Deworming Samples (Periodical)
iii. Blood smears Examined
iv. Skin scraping examined
v. Nasal washings Examined
vi. Clinical Pathology
vii. Cultural Tests ABST
viii. Milk Samples for Mastitis
ix. No of serum samples collected

f. Animal Disease Diagnostic Laboratories (ADDLs)
i. Samples Examine for Parasitic ova for Diagnostic Purpose
ii. Blood smears Examined
iii. No of samples sent for culture
iv. AMR Surveillance (ABST)
v. **Serum samples sent for GOI programmes (FMD / PPR / Avian Influenza / Brucellosis / CSF)**
vi. Serum samples sent for Equine diseases & BSE
vii. No of farms visited (Desi cow / organic / semi organic)
viii. No of trainings conducted (Batches)
ix. Special problem work
x. No of papers Published
xi. Review & Inspection of CADDLs

g. Training Centres
i. Number of participants
ii. Number of training days
iii. Articles published
iv. Generation of Corpus fund through centage charges

h. Livestock Farms
i. Average Litter size
ii. Average Litter weight (Kg)
iii. Average Weaning size
iv. Average Weaning weight (Kg)
v. Income on sale of animals
vi. Attendance of staff (APFRS)

i. Divisional Deputy Director (AH)
i. Detailed Inspections
ii. Surprise Visits
iii. PVB visits

(Condt...,page 3)

j. District Animal Husbandry Officers

In addition to the KPIs mentioned for Divl DDs, performance evaluation will be taken up for the following:

i. In Vitro Fertilization
ii. Budget Utilization
iii. AI Remittances
iv. Serum Samples collected

2. **Grading Criteria**
   g. Grade A (Excellent): Achieving a score **above 80%**
   h. Grade B (Satisfactory): Attaining a score **between 60% and 80%**
   i. Grade C (Poor): Scoring **less than 60%**

Evaluation Methodology

. Grading will be done considering the cumulative target and cumulative achievement up to a specific month within the corresponding financial year.

a. Grading of RBK Clusters based on the performance in relevant functional parameters (enclosed in the Annexure)
b. Grading of Veterinary Dispensaries - 60% weightage from RBK Clusters under their control + 40% weightage based on the performance of respective VD in relevant parameters
c. Grading of AVHs - 60% weightage from VDs under their control + 40% weightage based on the performance of respective AVH in relevant parameters
d. Grading of VPC / SSVH – 100% weightage based on the performance of VPC/SSVH in relevant parameters
e. Grading of Divl DDs - 80% weightage from AVHs under their control + 20% weightage based on the performance of respective Divl DD in relevant parameters
f. Grading of DAHOs - 80% weightage from Divl DDs under their control + 20% weightage based on the performance of respective DAHO in relevant parameters.

4. For Veterinary Dispensaries (VDs) and Area Veterinary Hospitals (AVHs) without any subordinate institutions under their jurisdiction, the weightage will be adjusted proportionately to 100%.
5. Similarly, For RBK Clusters/VDs/AVHs that lack designated targets for specific parameters such as Artificial Insemination, Calf Births, etc., the weightage will be proportionately adjusted to 100%.
6. An approval mechanism will be established to endorse the data provided by subordinate staff or individuals, following the hierarchical structure.
7. Weightages will be assigned to various parameters, taking into account factors such as geographical area, seasonal variations, manpower/resource availability, and the category of the institution etc., This approach aims to enhance the evaluation of flagship programs/schemes by ensuring a more comprehensive and contextually relevant assessment.
8. The OKR system will be used to assess grading of employees, acknowledging and rewarding individuals exhibiting outstanding merit.
9. The information from various parameters will be utilized to assess the performance of staff and officers in the preparation of Annual Confidential Reports.
10. The flagship programms intended for assessment under the OKR system for the upcoming year will be communicated in advance (by the end of the preceding financial year) The identification of these flagship programs will be determined by the Government's priorities for that specific year.

(Condt...,page 4.)

2. The Director, Animal Husbandry, A.P., Vijayawada shall take further necessary action, accordingly in the matter.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

GOPAL KRISHNA DWIVEDI
SPECIAL CHIEF SECRETARY TO GOVERNMENT (FAC)

To
The Director, Animal Husbandry, A.P., Vijayawada
Copy to;
OSD to Hon'ble Minister (AHDD&F)
P.S.to Spl.Chief Secretary to Govt.(FAC)
AHDD&F Department

//FORWARDED::BY::ORDER//

SECTION OFFICER